

Public Law 108-447, December 8 2004, (36 USC Section 106), designated September 17 of each year as "Constitution Day and Citizenship Day" to commemorate the formation and signing of the Constitution on September 17, 1787.

Public Law 108-477, also mandates all Federal agencies or departments provide training and educational materials on the Constitution to all employees annually and to all new employees as part of their new employee orientation. This requirement was further mandated by the Department of Defense (DoD) for all DoD agencies. The National Guard Bureau totally supports this initiative and requires each state and territory to implement procedures to comply with DoD requirements.

In order to ensure employees receive training, DoD has developed a website containing educational and training materials appropriate for the DoD workforce. The website provides a multi-media presentation on the Constitution and its connection to the mission of the Department of Defense. The site also provides a wealth of related materials, including the full text of the Constitution, an interactive timeline describing the key dates and events in constitution history and information about Constitution Day and Citizenship Day. These materials are available at <http://constitutionday.cpms.osd.mil> and may be used to meet the annual requirement of PL 108-477. Supervisors and managers should ensure employees complete the course on the website. Employees should provide the printed certificate of course completion to their supervisor to file in their employee folder. Employees may use duty time to complete the course, workload and other priorities permitting.

Every employee is encouraged to take the opportunity to reaffirm his or her commitment to the principles of liberty, justice and democracy that guide our great nation and inspire others around the world.